

#### **National Training Coordination Conference**

#### **Army National Guard**

# The Army School System

**Institutional Training Workshop** 

**July 2001** 



#### **AGENDA**

Goals COL

**Germain** 

TASS Overview LTC

Leonard

QAPR LTC

Leonard

**Programs and Initiatives CPT** 

**Hanley** 

CCR CPT Hanley

POI Approval MSG



### COL Germain Chief, Training Division

Goals

### TATIONAL GUARD

#### GOALS

#### **TASS**

### Center of Gravity

Maximize available resources to delivery individual training to meet 85% Duty Military Occupation Skills Qualification goals for ARNG and USAR.

#### **Conference**

Ensure that training requirements are accurately forecast to meet unit training challenges for ADRS, CTC Rotations, and deployments.

Coordinate issues to support one Reserve Component position with proponent schools, TRADOC, and USARC to meet Total Army training needs.

Adjust and refine input to Structure Manning Decision Review.

#### ONE RESERVE COMPONENT EFFOR

#### **NGB** and **USARC** cooperative effort:

- Cross Component Resourcing
   New mechanisms to manage funds
   Avoids Non-Conducts due to constraints
- Multi-Component School Structure
   To meet ADRS demands
   To maximize resources to meet 85% DMOSQ Goal Region F 88M10
   Region G 96B/R
- Quota Management and Pre-SMDR forecasting Combined RTCC and TRAP ITW and NTCC



#### WHAT'S BEYOND TASS?

- SOJT-T: Supervised on-the-job training at unit with testing at TASS Bns.
- Contract instruction with final testing at TASS Bns.
- Increase Joint Services Training within the TASS starting with DL courseware.
- Assist OSD and Army for revising policy to monetarily compensate asynchronous DL courses.
- Ensure that USAR and ARNG are a dominant player in the TRADOC Transformation Plan.

#### TRANSFORMATION

- Not just hats and wheeled vehicles
- Read FM 1.0 The Army and FM 5.0 Operations
- Training and Leader Development Panels
  - Officer Noncommissioned Officer Warrant Officer
- Officer Education System TRADOC Transformation Proposal
  - •Initial Entry Training (OBC) 19 weeks 4 days max
    - Basic Officer Leadership Course
    - Branch Specific Technical/Tactical Courses
  - Captains Career Course (Officer Advanced Course)
    - Advanced Officer Leadership Course
    - Battle Captains Course
    - Branch Specific Technical/Tactical Courses
  - Intermediate Level Education (CGSOC)
    - Requires much work to cover the entire Army
  - Army War College Already transformed
    - Master of Strategic Studies

### THE TOWAL BURNED

#### ARNG ISSUES

- FY 01 Funding
  - Direction from DARNG do not cancel classes
  - Still \$3 M short for reimbursables
  - Still \$23 M short overall
- FY 02 Funding
  - School House Support/Schools still short possible adds
  - •New Funding System 90%up front at BA and Appropriation level
  - State PBAC puts into SAGS
  - We will monitor execution to distribute other 10%at Mid Year
- Initial Entry Training
  - Working with ARH on SMDR/Request System
  - Meeting Tomorrow with all players to work ARNG assistance to TRADOC



# LTC Leonard Chief, Individual Training Branch

TASS Overview QAPR



#### STATE OF TASS

#### **ARNG Challenges**

#### MOS Consolidation

- Increases TATS course lengths.
- Increases "low use skills" knowledge erosion.

#### Proponent School Implementing POI Changes

- Allow a minimum of 12 months to implement POI revisions.
- Consider students requirements when implementing equipment changes.

#### Course Scheduling

- Most institutional & RC collective training takes place in Summer creating constraints.
- Some AC Schools are overbooking quotas.
- TASS Schools are preparing schedules and supporting MTOE units are scheduling AT periods without coordination of each other.



#### STATE OF TASS

#### **ARNG Concerns**

#### Reduction/Elimination of Title XI Support Personnel

- Critical to TASS accreditation and instructor validation.
- Supports TIE in ammo/Training Area Management.
- Print & Reproduction Quality Control Oversight.
- Direct link to the Proponent Schools.

#### DL Implementation

- Ensure ATRRS is updated to support DL Course/Student Management.
- Ensure that TATS-C to DL Course Conversion remains funded.

#### Policy Change to Schools Funding

- Policy this FY restricting the use of AT funds to support school attendance (Recommended by GAO)

#### • Print & Reproduction Mission Implementation

- ARNG/USAR funding begins in FY 02
- Ensure funds provided are enough to execute.
- Ensure quality standards are adhered to.
- Synchronized reproduction with class/course scheduling.



#### DMOSQ RAMP

#### **CURRENT STATUS**

•72% DMOSQ: FY01

MEANING: 10 % IET Soldiers

3 % Attending schools

15 % Unqualified soldiers

72 % DMOSQ (in the force)

#### FY05 GOAL

•85% DMOSQ: Stabilize School POM for FY05-07

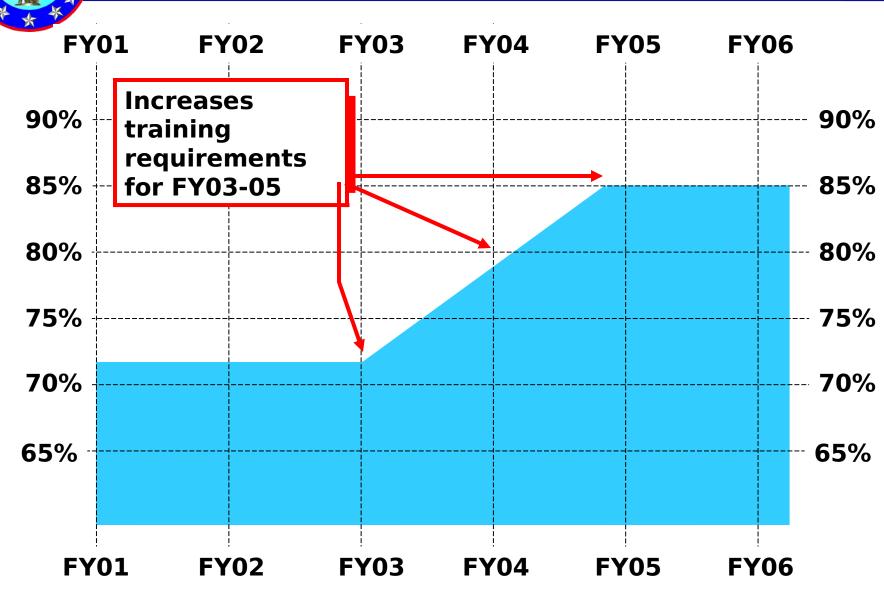
MEANING: 10 % IET Soldiers

4 % Attending schools

1 % Unqualified soldiers

85 % DMOSQ (in the force)

#### **DMOSQ RAMP**





#### DMOSQ STRATEGY

- Increased MOSQ Reclassification Quotas for FY03 and increased schools funding for FY03 POM.
- Revision of all policy to de-conflict MOSQ and AT priorities.
- Multi-Component MOSQ Training Programs
- Encourage TRADOC prioritize training for the "frozen MOSs" for IET.



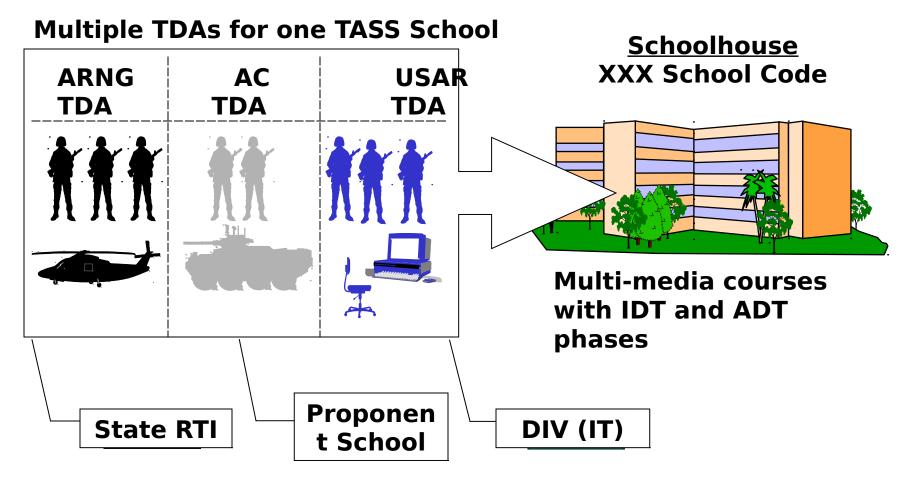
#### DMOSQ STRATEGY

- NGB projects funding.
- Unit MTOE Commanders are responsible for getting soldiers to schools.
- •TASS Commanders are responsible to execute MOSQ courses.
- Commanders' responsibility to accomplish 85% DMOSQ
- Only DMOSQ Soldiers attend AT, state activation, mobilization, or CTC rotations



#### MULTI-COMPO TASS ORGANIZATIO

<u>Purpose</u>: Maximizing resources and capabilities of Army, ARNG, and USAR Schoolhouses to implement TRADOC Transition Plan





#### THE ARMY SCHOOL SYSTEM

### QUARTERLY ARMY PERFORMANCE REVIEW (QAPR)

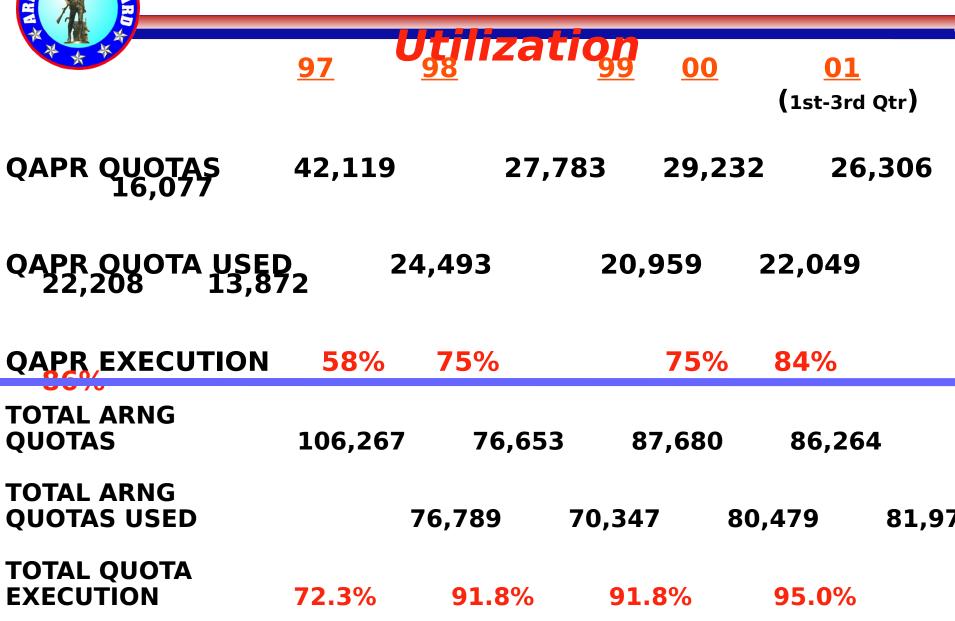


#### THE ARMY SCHOOL SYSTEM

The Quarterly Army Performance Review (QAPR) is a Secretary of the Army initiative covering all Army Component activities with three focal areas of concern:

- Indicator of progress to reach 85% DMOSQ.
- Funding utilization and management
- Support justification of future budget programming to meet readiness goals.

#### Historical ARNG Quota



#### FY UI QUOIA UIILIZAIION



#### **RC SCHOOLS**

	<u>10tr</u>	2Qtr	<u>3rd</u>	YTD_
PLDC	84%	87%	93%	88%
BNCOC	<b>78</b> %	88%	81%	83%
ANCOC	90%	90%	89%	90%
FSC	58%	86%	63%	<b>72</b> %
MOSQ	94%	95%	81%	86%

#### FY 01 - NON USAGE

***		TU:	5TIF	TCA	TIO	N		
	<u> 1Qtr</u>	<u>2Q</u>	tr Y	TD	(%)			
APFT	<b>57</b>	142	2	1	99 (2	3%)		
AR 600-9	36	43	3	<b>79</b>	(9%)			
<b>Emp Conflict</b>		92	83			<b>175</b>	(:	20%)
<b>Sch Conflict</b>		33	29			<b>62</b>	(7%	<b>%)</b>
Medical	27	45			<b>72</b>	3)	<b>3%)</b>	
<b>Personal Prob</b>	lems	<b>55</b>	<b>73</b>			128		<b>15%)</b>
AGR Policy Ch	ange	44	23		67	3)	<b>3%</b> )	
Mission Deplo	yment		4	9			<b>13</b>	(1%)
<b>Not Funding P</b>	riority		0	4			4	
(<1%)								
Status Change	•	27	19		46	(	5%)	
Class Sched Cl	hange	4	3		7	(	1%)	
Previous Ph. N	lon-Con	np	16	14			30	
(3%)								



#### **NEEDED IMPROVEMENTS**

- Better forecasting of requirements
- Command emphasis to reduce No-Shows, cancellations, and unqualifieds.
- Ensure soldiers meet prerequisites (Security Clearance, Ph 1, etc)
- Ensure soldier has required documents and completed TR350-18 Checklist.
  - DA PAM 611-21 (Replaced AR 611-201, 31Mar99)
     at <a href="mailto:ftp://pubs.army.mil/pub/epubs/pdf/p611\_21.pdf">ftp://pubs.army.mil/pub/epubs/pdf/p611\_21.pdf</a>

\*\*\*\*<u>Utilization directly impacts</u> <u>future requirements & funding</u>



### **CPT Thomas W. Hanley Operations Officer**

# Programs and Initiatives Cross Component Resources



#### PROGRAMS AND INITIATIVES

#### MI CMF 97 and 96 courses

- Multi-phase (ADT, IDT, and DL).
- DL Pre-Instructional Training.
- CCR MOA
- Multi-Component Structure(REGION G)

#### FA CMF 13 series courses to be piloted starting in FY02

- DL Phases, to be transmitted from various locations.
- Will test both course management and equipment dependable

#### 91W Sustaiment

- DL Phases or modules
- Multi-Component TDA

#### • 88M10

- DL Phases and Training Devices
- Multi-Component

#### DL Development

- 95B10

- JAVELIN Gunner Course

- 77F10



#### **BACKGROUND**

"The requirement for CCR was derived from the need to facilitate the resourcing of The Army School System (TASS). The utilization of CCR would allow the use of multicomponent resources to support TASS when one component-operated school was not sufficiently resourced for the student load and course requirements."

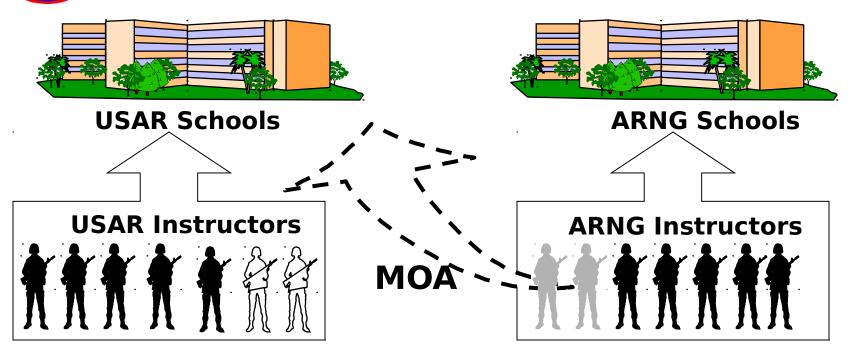
**BG James J. Lovelace Director of Training, HQ** 

DA

(1998)



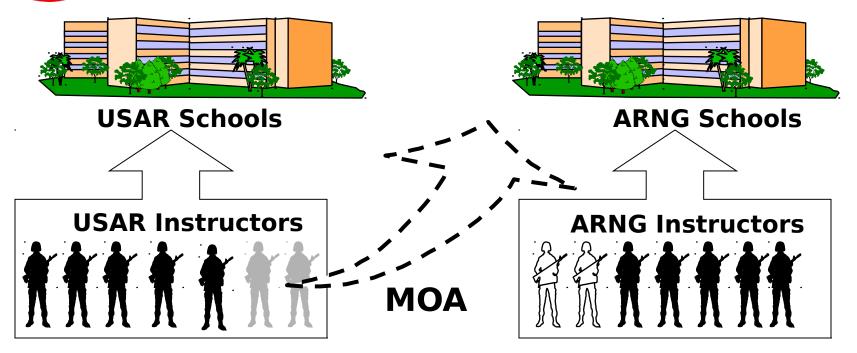
#### MEMORANDUMS OF AGREEMENT



For ARNG, the purpose of CCR is to provide funds for ARNG elements supporting USAR TASS Schools. Many USAR TASS schools require the equipment, facilities, and instructor support from ARNG to operate in certain



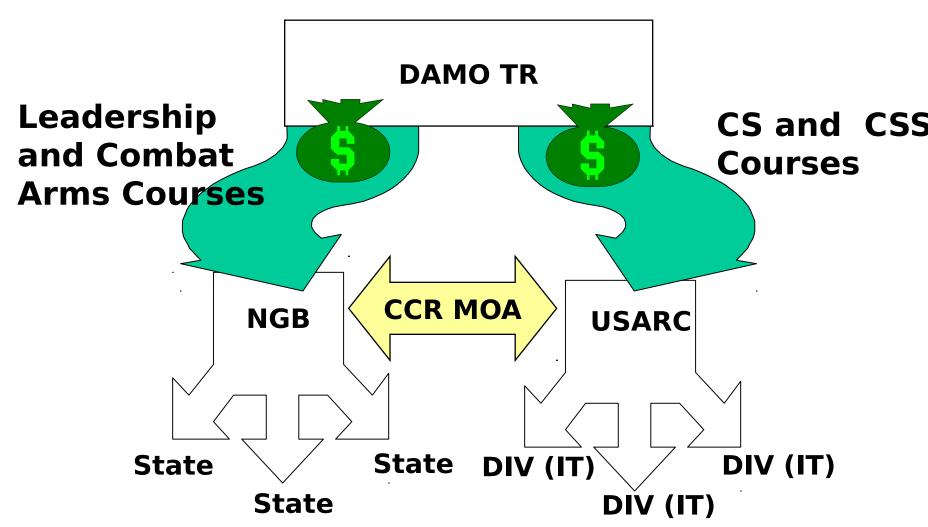
#### MEMORANDUMS OF AGREEMENT



For USAR, the purpose of CCR is to provide funds for DIT (IT) elements supporting ARNG TASS Schools. Many ARNG TASS schools require the equipment, facilities, and instructor support from ARNG to operate in certain



#### **PURPOSE OF CCR**





### CROSS COMPONENT RESOURCING

#### 1. MOA is Agreement between DIV (IT) and State

- Authorized by NGB and USARC
- Signed copy sent to NGB-ART-I
- Must have budget breakdown (APPENDIX B)

#### 2. Funds are transferred USARC to NGB (or opposite)

- NGB-ARC establishes OPEN ALLOTMENT ACCOUNT
- NGB-ARC sends account classification to state USPFO OR
- USARC accepts NGB Funds, then disperses to DIV (IT)
- **3. Orders are written at state** using the Open Allotment Account
  - Copies of orders sent to NGB-ARC or USARC for accounting purposes
- **4. NGB reconciles unused funds** with USARC at the end of FY.

## THE WARD

#### **HOW DOES IT WORK?**

TASS Cross Component Resourcing MOU (06 May 97) between DA DCSOPS, NGB, USARC, USASOC, FORSCOM, and TRADOC

Pay and Allowance funds, Open Allotment

- Must be transferred at NGB/USARC Level
- IAW Funding Reimbursement Authority
- Instructor funds (RPA and NGPA)
- \$600K Funding Reimbursable Authority for NGB

#### **OMNG and OMAR Funds**

- May be transferred at State/DIV (IT) Level
- Classroom Facilities Costs
- Supplies
- Equipment Costs
- Utility Costs



#### WHEN SHOULD MOAS BE PREPARED?

The TRAP process is the ideal time to determine the multi-component coordination of assets. Memorandums of agreement (MOAs) should be established for CCR as a result of this planning process, three quarter prior to year of execution.

MOA <u>subject line</u> should read "Support Agreement"



#### FY01 CCR-MOAS

*				
<b>RGN</b>	<b>SUPPORT</b>	<b>MISSION</b>	COURSE \$\$\$\$	
A	<b>MAARNG</b>	98th DIV (IT)	97B10	PA
A	RIARNG	98th DIV (IT)	31C10	OM
A	NJARNG	98th DIV (IT)	92G10	
A	MAARNG	98th DIV (IT)	97B10	PA
A	<b>ARARNG</b>	98th DIV (IT)	97B10	PA
В	<b>DCARNG</b>	80th DIV (IT)	95B10	OM
В	MDARNG	80th DIV (IT)	96R10	OM
C	No MOAs on	file		
D	ALARNG	100th DIV (IT)	31F/R	PA
_				
E	INARNG	84th DIV (IT)	31F/R	PA
F	IAARNG	95th DIV (IT)	CGSC/CAS3	OM
			88M10	ОМ

54B10/20/30 OM

32



#### FY01 CCR-MOAs

<b>RGN</b>	<b>SUPPORT</b>	<b>MISSION</b>	COURSE \$\$\$	
F	<b>NEARNG</b>	95th DIV (IT)	CGSC/CAS3	OM
			88M10	OM
			77F10 OM	
			91B10	OM
			54B10/20/30 OM	
F	ARARNG	95th DIV (IT)	97B10	PA
G	NDARNG	104th DIV (IT)	CMF 12	
			CMF 51	OM
			CMF 62	OM
G	<b>UTARNG</b>	104th DIV (IT)	97B/E/L 10	OM
G	CAARNG	104th DIV (IT)	97B/E/L 10	OM
G	CAARNG	104th DIV (IT)	95B10	OM
G	<b>LAARNG</b>	104th DIV (IT)	97B/E/L 10	OM
G	WAARNG	104th DIV (IT)	97B/E/L 10	ОМ



#### FY01 CCR-MOAs

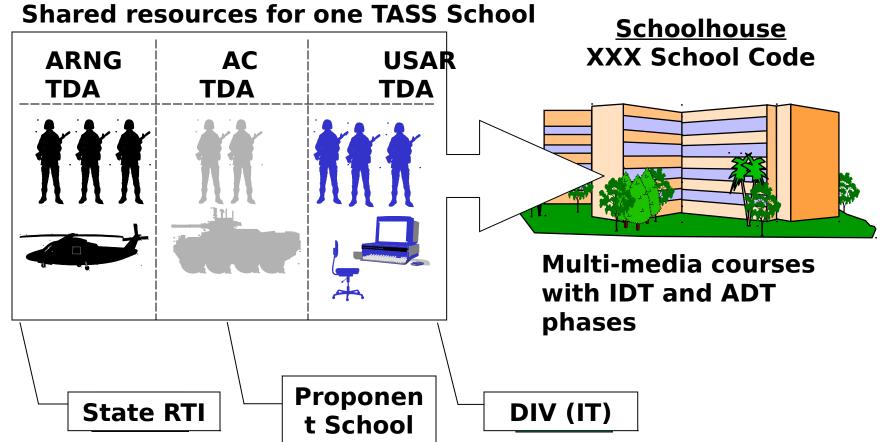
<b>RGN</b>	<b>SUPPORT</b> MISS	ION COUR	<u>\$\$\$</u>	<b>\$\$</b>	
В	84th DIV (IT)	NCOA, DC	<b>BNCOC</b>	0	
D	100th DIV (IT)	MSARNG	NCOES		
D	100th DIV (IT)	TNARNG	NCOES		
D	100th DIV (IT)	ALARNG	NCOES		
D	100th DIV (IT)	<b>KYARNG (Pop-up)</b>	95B10	P	
D	100th DIV (IT)	<b>MOARNG</b> (Pop-up)	95B10	P	
D	100th DIV (IT)	<b>KYARNG (Pop-up)</b>	54B10	P	



#### MULTI-COMPO TASS ORGANIZATIO

<u>Purpose</u>: Maximizing resources and capabilities of Army, ARNG, and USAR Schoolhouses.

**CCR** is step one:



## THE WARD

#### CONCLUSION

A cooperative effort to fund all instructional resources to meet the training requirement is established through MOAs.

The CCR MOA is a tool for supporting TASS Missions, training management, and ensuring that soldiers receive training.

INTENT: To reduce or eliminate course non-conducts due to resource constraints, through cooperative resource management.



#### POINTS OF CONTACT

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CPT Thomas W. Hanley, TASS Team Operations Officer DSN 327-7338; Commercial 703-607-7338 E-mail: thomas.hanley@ngb.army.mil



## MSG Mason TASS NCOIC

# POI Approval NCOES



#### POI STAFFING PROCESS

- Individual Training Plan Staffed 3-5 Years Prior To Execution (In TCC/SMDR/POM)
- CAD Staffed 24-36 Months Prior To Execution (TASS Bn Input/Assist)
- POI Staffed 18 Months Prior To Execution
- POI Receives Concur From NGB/USARC
  - Forwarded To TRADOC For Approval
- Courseware Sent To ATSC For Distribution (1 Copy And LOI Minimum)
  - Loaded On Sch 0000 (Tass Bn Authority To Teach)
    - Minimum Of 12 Months



#### POI STAFFING PROCESS

- Prior To Execution Year Unless Coordinated With NGB/USARC
- POI Returned With Non-concur By NGB/USARC
- Proponent Makes Adjustments And Course Gets NGB/USARC Concur
- Proponent Forwards To DCST For Exception

\*\*Any Change That Impacts Resources Or 30% Of Verbage Starts The Process All Over Again



#### POI STAFFING PROCESS

NGB POI status located on GUARDNET w/GOLDBOOK (go to ART - NGB-ART org/info - goldbook)

- Will Add # OF PHASES (IDT/ADT/DL)
- Will Add EXECUTION YEAR to the 0000
  - WILL ADD Availability date at ATSC

DCST POI STATUS REPORT

<u>http://www-</u> <u>dcst.monroe.army.mil/tdaa/TATS/TATS\_Rollup1.htm</u>

Good way to see where it is in the pipeline

# THE TONAL CHARLES

#### NCOES UPDATE

- Sergeant Major of the Army (SMA) directed ODCSOPS to stop the proposed Eastover AC PLDC initiative until further notice.
- Battle Staff course at Ft McCoy, WI is non-conducted for FY 02 for resources.
- DA Message is in DRAFT format authorizing AC soldiers to attend A/BNCOC at any TASS location. BUT, only in ADT mode, AC SOLDIERS WILL NOT ATTEND IDT TRAINING.
  - RTI's must obtain USASMA accreditation to conduct in an ADT mode. AND state must obtain NGB concurrence prior to request to USASMA!
- Phase 3/some phase 4 of CMF 67/68 NCOES courses



#### PRIMARY NONCOMMISSIONED

#### **OFFICER**

### Resider PEBrith PEBrit

- Redesign resident training to increase Performance Oriented Training (POT)
- Change the 38 hour FTX to a 48 hour (non stop exercise) STX that equals to 2 days
- Comply with TRADOC Reg 350-70 on academic training day
  - Academic time of 96 hours divided by 12 days equals an 8 hour academic training day
  - One travel day
  - Total of 15 days for the RC Course

#### PRIMARY NONCOMMISSIONED OFFICER

#### **LEADER COURSE (PNCOLC)**

#### PLDC is:

- Academic
- Focussed on "KNOW"
- Oriented on Army systems
- Test Based
- Multiple Guess/Cadre FeedbackSGI/Peer Feedback/AARs
- Demanding
- The "WAY WE HAVE DONE IT"
   The "WAY WE NEED TO DO I"

#### PNCOLC can be:

- Experiential
- Focussed on "BE" and "DO"
- Oriented on the LEADER
- More Performance Based
- A Challenge
- Separate from Unit Training and eamlessly integrated with Self Developmental Pillars Unit Training and Self Developmental Pillars



#### PRIMARY NONCOMMISSIONED

#### **OFFICER**

#### LEADER COURSE (PNCOLC)

- Restructure training to focus on three major areas:
  - Leadership
    - Communication Skills
  - Training and Maintaining
    - Supply and Maintenance
    - Military Studies
    - Professional Skills
  - Warfighting Skills
    - Situational Training Exercise



#### PRIMARY NONCOMMISSIONED

#### **OFFICER**

### BEABER CHARGOLC)

- Soldier is enrolled via ATRRS for Phase II training, automatically generating a list to ACCP for enrollment for Phase I.
- ACCP distribute materials, monitors progress, and administers examination for Phase I (Paper and/or web-based).
- ACCP updates completion information in ATRRS and sends certificate of completion to the individual soldier.
- DL phase increased from 17 to 43.5 hours



#### INITIATIVES/INFORMATIO

N

- Proposed change to eliminate the Pre-Execution Checklist.
  - Utilizing PR display to prevent unqualified soldiers from obtaining a training seat.
- Proposed change to the NGR 350-1 providing guidance for non-qualified soldier to attend MOSQ, rather than AT.
- Proposed change to the DA PAM 611-21, Recommended Change to DA Pam 611-21, Enlisted ASI H, Warrant Officer ASI 8 and Officer SI 5K (Instructor) to read "Instructor/Writer".
- Proposed ATRRS be recognized as an "Official Record" in updating SIDPERS.



# Mr. Beavers 10 Training

# Information Operations Training



#### **ARNG Current IO Program**

### CURRENT ARNG IO STRUCTURE (source: ARNG IO CONPLAN - May 1999)

IO Groups/ Support Centers		24
IO Training Battalion		<b>27</b>
FST/VAT	120	
CERT	399	
JWRAC	6	
<b>ARNG eSB and Division IO Sections</b>		<u> 108</u>

**TOTAL:** 690

EDATE: 01 December 2001



#### **Total ARNG IO Training Population**

Number	ARNG	Soldiers	Total	ARNG TRAINING COURSES							
of	Ю	Per	Soldiers	101	210	IRH	OTE	VA*	FA30		
<b>Elements</b>	Element	Element	By Element	Web Based	Resident	Web Based	Resident	?	Res		
				32 hrs	11 Days	11 Days	15 Days	TBD	12		
7	FST	10	70	70	70				10		
5	VAT/ASST	10	50	50		50		50	10		
8	Division IO Sections	6	48	48	48				32		
15	Brigade IO Sections	4	60	60	60				15		
	CERTs										
54	States	7	378	378		378	378		54		
2	LIWA	7	14	14		14	14		2		
1	NGB		7	7		7	7		1		
1	JWRAC	8	8	8					2		
1	COE SPT	8	8	8	8				3		
1	OPS/PLNS	4	4	4	4				1		
1	COE TNG	8	8	8	8				3		
1	COE C2	8	8	8	8				3		
1	IO TNG BN										
	Cmd Sec	3	3	3					2		
	FST Co		6	6	6						
	IRH Co		6	6		6					
	VA Co		6	6		6	6	6			
	OTE Co	6	6	6		6	6				
98			690	690	212	467	411	56	138		
						Train	ing Totals	1974			



### Time Required to Train ARNG IO Population

Total from previous chart

		Total					
	101	210	IRH	OTE	VA	FA30	IOGI
Total NG to Train	690	212	467	411	56	138	1974
ARNG Trained	423	130	193	110	0	1	857
ARNG Left to Train	267	82	274	301	56	137	1117

	Draft Training Effort											
	Courses	101	210	IRH	OTE	VA	FA30					
Starting	Totals	267	82	274	301	56	137					
									1			
FY 02	Tng Goal *	127	82	100	54	?	6					
	Left To Train	140	0	174	247		131					
FY 03	Tng Goal	127	0	100	54	?	?					
	Left To Train	13	0	74	193							
=> ( 0 1						_				1		
FY 04	Tng Goal	13		74	54	?	?					
	Left To Train	0		0	139							
E) / OE	T 0 1				F 4					Г		
FY 05	Tng Goal				54	?	?					
	Left To Train				85							
F)/ 0C	T C I				F 4	2				I		
FY 06	Tng Goal				54	?	?					
	Left To Train				31							
FY 07	Tng Goal				31	?	?		1		1	
1 1 07						•	<u> </u>					
	Left To Train				0							



### **Status of IO Training**

Courses

**IO 101** 

488: Total Trained

423 : ARNG Trained



<u>Tactical and Operational</u> <u>Information Operations</u>

**IO 210** 

147: Total Trained

130 : ARNG Trained

**FA 30** 

15: Total Trained

1:ARNG Trained

Conducted Jun/Jul 01



**Information Assurance** 

**IO IRH** 

260: Total Trained

193:ARNG Trained

**IO CERT OTE** 

123 : Total Trained

110 :ARNG Trained

1. Total Trained #includes AC, USAR, ANG, ARNG, Civs.									
2. Total Trained =	1033								
3. ARNG Trained =	857								
AS OFF: 11-J ul-01									



#### **Information Operations**

#### **Training FY01**

INFORMATION OPERATIONS TRAINING AND DEVELOPMENT CENTER (IO											(IOTI	
COURSES	OCT 00	NOV 00	DEC 00	JAN 01	FEB 01	MAR 01	APR 01	MAY 01	JUN 01	JUL 01	AUG 01	SEP 01
IO 101 Note 1												
IO 210 5 Courses Notes 1/4	14 - 28 Georgia			22 Jan -	1 Feb	12 - 22 Texas	30 Apr	10 May	4 - 14 Jun	Bosnia 210 PA		17 - 21 Sep
IRH 7 Courses Note 1				20 Jan -	3 Feb	3 -17 Mar	28 Apr	12 May	2 - 16 Jun			15 - 29 Sep
OTE 6 Courses				20 Jan -	3 Feb	10 - 24 Mar	28 Apr	12 May	2 - 16 Jun	ı	4-18 Wash St Vermon	15 - 29 Sep

1. Courses offered via CD-ROM (will transition to web-based Distance Learning (DL As of 11 Jul 01

2. First day is travel day, last day is graduation, departure after 1400 hours

3. Web-based (course and instructors available these dates only.

4. As indicated, course locations other than Vermont.

POC: DSN 636-3224, CML: 802-338-3324

= NON-CONDUCT